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ASSESSMENT GUIDE ON FATHER-INCLUSIVE PRACTICES

*A tool to guide agencies in assessing their capacity to
effectively welcome and serve fathers*

Assessment Guide Instructions

This *Assessment Guide on Father Inclusive Practices* is intended to serve as a discussion guide and self-assessment tool for management and staff for an agency to apply to the operations of services and programs.

The guide allows the reader to determine what level of compliance, if any, is desired across a range of measures that may be applied to an agency that is attempting to enhance its capacity to effectively recruit and serve fathers and men in families.

The guide is divided into seven domains that include *Organizational Philosophy, Physical Environment, Policies and Procedures, Staff Orientation and Training, Program Content, Marketing Strategies* and *Outreach Efforts*.

Each Domain contains a series of indicators that the reader may respond with one of five options: *Not Appropriate; Never Attempted; Planning Stage; Partially Implemented* and *Fully Implemented*. Agency management typically gives direction and attention to those indicators that are preferred and determine those indicators that are deemed as not appropriate.

The guide was developed with the plan that there would be no minimum or passing score, but that each agency would determine that preferred level of compliance that best reflects their organizational reality. Previous experience with the Assessment Guide has found that readers' response has typically focused upon each indicator's desirability, feasibility and affordability.

Please note: those indicators followed by an asterisk (*) will require information to be attached or recorded on a separate report sheet provided at the end of the document.

ORGANIZATIONAL PHILOSOPHY

Agency clearly promotes the importance of father inclusion, but not at the expense of mothers/women.

ACTION: For each indicator, place a checkmark in the box that is most indicative of your agency	NOT APPROPRIATE	NEVER ATTEMPTED	PLANNING STAGE	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
Administration has posted and implemented policies and procedures that encourage staff to employ father-friendly practices across the agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Designated funding, resources and staff are maintained at level to effectively serve fathers*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Review of gender-specific programs has been completed to determine if their focus reflects their intent*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Periodic staff development is provided to upgrade new personnel on attitudes about accepting and including fathers in services provision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working partnership are established with wide range of community resources that provide services to fathers*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
All staff are expected to share the responsibility for inviting and engaging fathers in programs/activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency is flexible in service development for fathers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency is flexible in service implementation for fathers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Selected services are provided specifically for fathers, as well as men who fulfill father figure roles, unless contraindicated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PHYSICAL ENVIRONMENT

Agency promotes an environment that clearly states “fathers are welcome here.” Environment reflects a male presence (although not exclusively) in waiting area, program space, workrooms, offices and classrooms.

ACTION: For each indicator, place a checkmark in the box that is most indicative of your agency	NOT APPROPRIATE	NEVER ATTEMPTED	PLANNING STAGE	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
Positive portrayals of men and children and provided in photos and/or posters	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Positive portrayals of men and children are provided on bulletin boards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Positive portrayals of men and children are provided on display racks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reading materials (books, magazines, literature) displayed for clients are directed toward fathers and men	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A diaper deck is provided in the men’s restroom	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Space is provided for fathers to calm/soothe the child while waiting for service/assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Books, journals, articles, videos and other materials directed toward fathers are provided in agency/office lending libraries for clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Books, journals, articles, videos and other materials directed toward fathers are provided in staff resource rooms.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If television shows or videos are provided for the public viewing in program space/waiting areas, some are offered that are directed toward fathers/men	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POLICIES AND PROCEDURES

Agency has written policies and procedures in place that clearly address fathers as clients.

ACTION: For each indicator, place a checkmark in the box that is most indicative of your agency	NOT APPROPRIATE	NEVER ATTEMPTED	PLANNING STAGE	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
Each division/program has identified one staff member to coordinate in-house father inclusion efforts, as well as to respond to community requests regarding media and agency inquires about fathers and fatherhood	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Intake forms, applications and questionnaires are gender neutral, as appropriate*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fathers/men are invited to participate in meaningful conversation when staff contact clients by telephone or in person at home visits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Information is presented in ways that match men's learning styles, i.e., hands –on, interactive, visually engaging, with opportunities for discussion and open debate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fathers are offered opportunities to shape existing and emerging service provision and development on a regular basis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fathers' participation is encouraged in agency activities unless there are documented reasons for not doing so*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Male volunteers are recruited on similar basis with female volunteers (especially in non-traditional roles)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personnel policies are maintained and updated to be gender-fair and balanced	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

POLICIES AND PROCEDURES *(continued)*

ACTION: For each indicator, place a checkmark in the box that is most indicative of your agency	NOT APPROPRIATE	NEVER ATTEMPTED	PLANNING STAGE	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
Internal process is in place to actively refer fathers having difficulty paying child support to employers seeking applicants and to job training providers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Policy is established that offers staff assistance to organizations requesting agency representation on advisory boards regarding fatherhood issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Male program graduates are recruited to serve in a wide range of advisory and volunteer capacities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff is encouraged to cooperate with the child's other parent in service provision (unless substantiated abuse has occurred)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender-specific policies and procedures have been examined to determine if their focus reflects their actual intent*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fathers are invited to participate in all general client activities and programs, not just in traditional male roles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

STAFF ORIENTATION & TRAINING

Staff present workplace message that fathers are important and capable. Staff also present attitude that agency services should be available to fathers on a regular basis.

ACTION: For each indicator, place a checkmark in the box that is most indicative of your agency	NOT APPROPRIATE	NEVER ATTEMPTED	PLANNING STAGE	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
A welcoming attitude is exhibited toward fathers entering agency/program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A welcoming attitude is exhibited toward fathers requesting services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A welcoming attitude is exhibited toward fathers using services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff displays comfort in discussing barriers that fathers must address	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Capacity to effectively work with fathers is included in staff recruitment, hiring and performance reviews and in volunteer recruitment, interviewing and evaluations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff indicate interest in balancing interactions with both mothers and fathers in interviews, intakes and service development and delivery	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff recognize and avoid language that is divisive and stereotyping by gender	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff exhibit non-judgmental attitudes but indicate they have high expectations of clientele	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Father's input is sought in situations involving decision-making in important aspects of their children's lives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

STAFF ORIENTATION & TRAINING (*Continued*)

ACTION: For each indicator, place a checkmark in the box that is most indicative of your agency	NOT APPROPRIATE	NEVER ATTEMPTED	PLANNING STAGE	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
In-service training programs are provided to educate the staff about internal and external resources and to measure staff performance based on referrals made	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff is open to receiving constructive criticism regarding their personal biases regarding gender, race and class issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Staff have received training in:</i>					
Recognizing and respecting gender differences in communication styles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognizing and respecting paternal and maternal parenting approaches	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understanding male and female learning styles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Use of evaluation forms and techniques to measure client progress in fatherhood programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other training as appropriate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PROGRAM CONTENT

Selected programs and services have been established to specifically address the needs of father and men in families.

ACTION: For each indicator, place a checkmark in the box that is most indicative of your agency	NOT APPROPRIATE	NEVER ATTEMPTED	PLANNING STAGE	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
Services that employ an asset approach with fathers and utilized, rather than a deficit approach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Selected services are provided specifically for fathers on a regular basis*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Programs and activities are scheduled at times that are convenient for fathers to attend and participate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff composition in gender reflects the population that the agency is attempting to serve*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff composition in culture reflects the population that the agency is attempting to serve*					
Staff composition in language reflects the population that the agency is attempting to serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff composition in class/socioeconomic status reflects the population that the agency is attempting to serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Activities, materials and individual and group exercises are employed that appeal to father sand men	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Qualified men are recruited to address sensitive issues that involve father's concerns, i.e., family violence, access/visitation/custody, co-parenting, sexual harassment, child support, divorce, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PROGRAM CONTENT *(continued)*

ACTION: For each indicator, place a checkmark in the box that is most indicative of your agency	NOT APPROPRIATE	NEVER ATTEMPTED	PLANNING STAGE	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
Office space is provided to workforce development and/or education and training providers to coordinate services to assist fathers in meeting financial obligations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fathers are surveyed periodically by staff to determine their needs, concerns and interests*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Special events are sponsored that periodically celebrate fatherhood and men in families, as appropriate*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resource list(s) provided contain information relevant for fathers (e.g., Dad's Directory, housing for fathers and children, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Parenting curricula and educational materials are used that reflect the diversity of the fathers to be served	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assistance is offered to help fathers address their capacity to balance their work, family, friends, hobbies and free time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources for fathers include mental health supports that address depression, grief and loss, anger management, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources for fathers include family formation options: marriage, co-parenting, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff speakers' bureau is maintained that actively seeks opportunities to inform and educate the local and regional public about agency programs and services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PROGRAM CONTENT *(continued)*

ACTION: <i>For each indicator, place a checkmark in the box that is most indicative of your agency</i>	NOT APPROPRIATE	NEVER ATTEMPTED	PLANNING STAGE	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
Fathers are invited to participate in full range of agency/program activities: classes, groups, parties, childcare, field trips, outings, celebrations and other events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fathers are encouraged to pursue win/win opportunities in problem-solving and parenting approaches (e.g. mediation over litigation)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Activities are offered to strengthen father-child relationships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fathers who are having difficulty paying child support are offered the option to participate in education and training programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of father/male involvement is monitored to recognize their gains and accomplishments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effective evaluation tools and techniques are employed to measure client progress in fathers' programs, on a regular basis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

MARKETING STRATEGIES

Agency's marketing plan includes content indicating positive approaches to recruiting and serving fathers.

ACTION: For each indicator, place a checkmark in the box that is most indicative of your agency	NOT APPROPRIATE	NEVER ATTEMPTED	PLANNING STAGE	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
Marketing plan addressing service provision to fathers is clear, focused and feasible	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Agency is perceived by the community at large as father-friendly, or attempting to be so	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Literature clearly indicates the agency's commitment to serving fathers*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Brochures and other marketing materials present positive portrayals of fathers and children (fathers with daughters and with sons)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Program descriptions use language that attracts and appeals to fathers and men in families*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marketing materials accurately reflect the population of clients agency is attempting to recruit and serve*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marketing materials are regularly placed in locations that fathers/men frequent*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marketing materials avoid negative stereotypes of fathers by culture, age, class, gender and income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

MARKETING STRATEGIES *(continued)*

ACTION: For each indicator, place a checkmark in the box that is most indicative of your agency	NOT APPROPRIATE	NEVER ATTEMPTED	PLANNING STAGE	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
Agency advertising is placed in father-oriented publications and locations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marketing materials avoid employing “gender wars” approaches to promote their service delivery	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Father-friendly marketing materials are periodically sent to custodial and noncustodial parents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

OUTREACH EFFORTS

Agency's outreach plan specifically includes fathers/family men.

ACTION: For each indicator, place a checkmark in the box that is most indicative of your agency	NOT APPROPRIATE	NEVER ATTEMPTED	PLANNING STAGE	PARTIALLY IMPLEMENTED	FULLY IMPLEMENTED
Outreach plan addressing service provision to fathers is clear, focused and feasible	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outreach staff are sensitive to needs of fathers of diverse cultures, ages, classes, languages, backgrounds and income levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outreach staff reflect the clients they are attempting to recruit and serve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outreach staff are provided with ample resources to identify and reach their clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outreach workers visit locations where fathers usually can be found with children: auto body shops, gyms, basketball courts, bait shops, barber shops, bowling alleys, ball fields, parks, churches/temples, sports stadiums, snowmobile clubs, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outreach workers visit locations where children can be found with their fathers: schools, arcades, movie theaters, malls, pet shops, restaurants, grocery stores, etc	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outreach staff approach fathers/men in respectful and supportive ways	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Outreach staff recognize family, cultural and institutional barriers that may limit father engagement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

ADDITIONAL REPORTS/ATTACHMENTS

Use this sheet to provide information or attach documentation that addresses the identified indicator.

DOMAIN	INDICATOR	EVIDENCE/INFORMATION
ORGANIZATIONAL PHILOSOPHY	Designated funding, resources and staff are maintained at level to effectively serve fathers	
	Review of gender-specific programs has been completed to determine if their focus reflects their intent	

ADDITIONAL REPORTS/ATTACHMENTS

Use this sheet to provide information or attach documentation that addresses the identified indicator.

DOMAIN	INDICATOR	EVIDENCE/INFORMATION
ORGANIZATIONAL PHILOSOPHY	Working partnership are established with wide range of community resources that provide services to fathers	
POLICIES & PROCEDURES	Intake forms, applications and questionnaires are gender neutral, as appropriate	
	Fathers' participation is encouraged in agency activities unless there are documented reasons for not doing so	

ADDITIONAL REPORTS/ATTACHMENTS

Use this sheet to provide information or attach documentation that addresses the identified indicator.

DOMAIN	INDICATOR	EVIDENCE/INFORMATION
POLICIES & PROCEDURES	Gender-specific policies and procedures have been examined to determine if their focus reflects their actual intent	
PROGRAM CONTENT	Selected services are provided specifically for fathers on a regular basis	
	Staff composition in gender reflects the population that agency is attempting to serve	

ADDITIONAL REPORTS/ATTACHMENTS

Use this sheet to provide information or attach documentation that addresses the identified indicator.

DOMAIN	INDICATOR	EVIDENCE/INFORMATION
PROGRAM CONTENT	Staff composition in culture reflects the population that agency is attempting to serve	
	Activities, materials and individual and group exercises are employed that appeal to father sand men	
	Qualified men are recruited to address sensitive issues that involve father's concerns, i.e., family violence, access/visitation/custody, co-parenting, sexual harassment, child support, divorce, etc.	

ADDITIONAL REPORTS/ATTACHMENTS

Use this sheet to provide information or attach documentation that addresses the identified indicator.

DOMAIN	INDICATOR	EVIDENCE/INFORMATION
PROGRAM CONTENT	Fathers are surveyed periodically by staff to determine their needs, concerns and interests	
	Special events are sponsored that periodically celebrate fatherhood and men in families, as appropriate	
MARKETING STRATEGIES	Literature clearly indicates the agency's commitment to serving fathers	
	Brochures and other marketing materials present positive portrayals of fathers and children (fathers with daughters and with sons)	

ADDITIONAL REPORTS/ATTACHMENTS

Use this sheet to provide information or attach documentation that addresses the identified indicator.

DOMAIN	INDICATOR	EVIDENCE/INFORMATION
MARKETING STRATEGIES	Marketing materials accurately reflect the population of clients agency is attempting to recruit and serve	
	Marketing materials are regularly placed in locations that fathers/men frequent	